

ARCADIS is an international company providing consultancy, engineering and management services in infrastructure, environment and buildings, to enhance mobility, sustainability and quality of life. ARCADIS develops, designs, implements, maintains and operates projects for companies and governments. With more than 13,500 employees worldwide (6,000 employees and 150 offices in the U.S.) and more than \$2 billion in gross revenue, the company has an extensive international network that is supported by strong local market positions.

Company Information	<p>ARCADIS U.S., Inc. 630 Plaza Drive, Suite 200 Highlands Ranch, CO 80129 www.arcadis-us.com Phone: 720-344-3500 Fax: 720-344-3535</p> <p>Contract Manager: Van Sands Phone: 720.344.3792 e-mail: van.sands@arcadis-us.com</p>
Contract Information	<p>Contract No. GS-10F-0266K 899 Environmental Services 899-1: Environmental Planning Services & Documentation 899-3: Environmental/Occupational Training Services 899-7: Geographic Information Services (GIS) 899-8: Remediation Services 899-99: New Technology</p> <p>Please note Service Contract Act (SCA) Applies to this contract (a minimum wage must be paid for the categories listed with an SCA code) please contact the ARCADIS Contracts Department for the rates in your area.</p> <p>Award date 6/1/00 Base period - 6/1/00 to 5/31/05 Option Period I - 6/1/05 to 5/31/10 Option Period II - 6/1/10 to 5/31/15 Option Period III - 6/1/15 to 5/31/20 Prices subject to Economic price adjustment, Economic Price Adjustment is reviewed annually on 6/1 by GSA and ARCADIS</p>

Schedule of Items

Rates updated 12/1/2010 All SINs Labor Category	Gov't Hourly Rate	Gov't Daily Rate	SCA Occupational Code	SCA Labor Category Title
Program Manager	\$161.00	\$1,288.00		
Senior Expert	\$200.00	\$1,600.00		
Senior Project Manager	\$108.00	\$864.00		
Project Manager	\$92.00	\$736.00		
Task Manager	\$81.00	\$648.00		
Project Advisor	\$154.00	\$1,232.00		
Principal Sci/Eng/Arch/Designer	\$113.10	\$904.80		
Senior Sci/Eng/Arch/Designer	\$96.35	\$770.80		
Project Sci/Eng/Arch/Designer	\$81.70	\$653.60		
Staff Sci/Eng/Arch/Designer	\$70.00	\$560.00		
Sci/Eng/Arch/Designer II	\$58.65	\$469.20		
Sci/Eng/Arch/Designer I	\$49.20	\$393.60		
Project Coordinator	\$58.65	\$469.20	01013	Secretary III

Rates updated 12/1/2010 All SINS Labor Category	Gov't Hourly Rate	Gov't Daily Rate	SCA Occupational Code	SCA Labor Category Title
Project Assistant	\$47.00	\$376.00	01012	Secretary II
Field Manager	\$82.70	\$661.60	29085	Engineering Technician V
Field Observer	\$72.25	\$578.00	29090	Environmental Technician
Technician III	\$63.00	\$504.00	29083	Engineering Technician III
Technician III	\$57.00	\$456.00	29082	Engineering Technician II
Technician I	\$47.00	\$376.00	29081	Engineering Technician I
CADD/Drafter II	\$60.00	\$480.00	29063	Drafter III
CADD/Drafter I	\$50.00	\$400.00	29062	Drafter II
Clerical/Secretarial	\$45.00	\$360.00	1613	Word Processor III

LABOR CATEGORY DESCRIPTIONS AND QUALIFICATIONS

Grade Level	Labor Titles	Education and Experience	License and Certifications	Roles and Responsibilities
11	Program Manager	A combination of a Bachelor's Degree and recommended minimum 20 years experience or equivalent plus appropriate continuing education. <i>Minimum 8 years project management experience.</i>	PE, PG or other similar professional registration desirable. Certified Project Manager 3 only: CPM Certificate.	Professional/Technical: Recognized expert in technical or professional field. Excellent professional skills. Develops projects and solutions. Strategic problem solving skills. Responsible for \$2M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting Project & Financial Reviews. Primary client contact Communication: Excellent written and verbal communication skills. Makes complex presentations. Represents the company to internal and external clients. Leadership: Recruits and motivates team members. Manages a significant team or business unit for the company. Establishes goals and objectives for the team or business unit consistent with the company's strategic direction. Motivates staff to achieve goals and objectives.
10	Senior Project Manager	A combination of a Bachelor's Degree and recommended minimum 18 years experience or equivalent plus appropriate continuing education. <i>Minimum 6 years project management experience.</i>	PE, PG or other similar professional registration desirable. Certified Project Manager 2 only: CPM Certificate.	Professional/Technical: Excellent professional skills. <i>Recognized expert in technical or professional field. Develops projects and solutions.</i> Strategic problem solving skills. Responsible for \$1.5M in net revenue. Defines project and task scope Prepares project work plan Schedules and coordinate project resources Responsible for conducting Project & Financial Reviews. Primary client contact Communication: Strong written and verbal communication skills for complex reports and presentations. <i>Excellent written and verbal communication skills. Represents the company to internal and external clients.</i> Leadership: Recruits and motivates team members. <i>Manages a significant team or business unit for the company. Establishes goals and objectives for the team or business unit consistent with the company's strategic direction.</i> <i>Motivates staff to achieve goals and objectives.</i>
9	Project Manager	A combination of a Bachelor's Degree and recommended minimum 12 years experience or equivalent plus appropriate continuing education. Associate PM: Bachelor's Degree and 6 minimum years experience, plus appropriate continuing education. <i>Additionally, APM requires minimum 4 years project management experience.</i>	PE, PG or other similar professional registration desirable. Certified Project Manager 1 only: CPM Certificate	Professional/Technical: <i>Excellent professional skills.</i> <i>Provides expert technical skills to the organization. Exercises independent judgment and demonstrates innovation.</i> <i>Innovative problem solving skills.</i> Client contact with PM direction for task packages. Communication: Communicates well with company staff and managers. Strong written and verbal communication skills for complex reports and presentations. Communicates effectively with outside clients, vendors, and market representatives. Leadership: Recruits and motivates team members. <i>Manages teams of 10 or more people.</i> <i>Establishes and meets goals and objectives for the team. Supervises others.</i>
8	Task Manager	Bachelor's Degree and recommended minimum 9 years experience or equivalent plus appropriate continuing education. Task Manager 2: Minimum 2 years of project management experience.	PE, PG or other similar professional registration desirable.	Professional/Technical: Good professional skills. Provides competent technical skills to the organization. Exercises independent judgment and evaluation. Takes the lead in developing technical solutions. Assists in task scope definition Assists in planning of assigned task packages. Schedules and coordinates task resources. Daily financial monitoring and reporting to CPM. Communication: Communicates well with company staff on tasks and projects. Strong written and verbal communication skills for complex reports and presentations. Gives clear direction and delegates effectively. Develops complex written reports. Leadership: Manages teams of 4 or more people. Helps establish and meet goals for the team. Helps recruit team members. Requires minimal oversight. May supervise others

12

Senior Project Advisor/Expert	<p>A combination of a Bachelor's Degree and recommended minimum 20 years experience or equivalent plus appropriate continuing education.</p> <p>AUS Actual years of experience •Average = 28.7 •Minimum = 21.6</p>	PE, PG or other similar professional registration desirable.	<p>Professional/Technical: Excellent professional skills Internal expert for significant area of knowledge Develops projects and solutions Able to assist team in application of specific technology</p> <p>Communication: Excellent written and verbal communication skills Develops complex presentations Represents the company to internal and external clients</p> <p>Leadership: Leads knowledge transfer and development of staff within an area of expertise Able to mentor and teach the next generation of experts Recruits and motivates staff to achieve goals and objectives Manages a significant team for the company Establishes goals and objectives for the team or business unit consistent with the company's strategic direction</p> <p>Expert only: •Externally recognized in marketplace as expert in field</p>
Project Advisor	<p>Bachelor's Degree and recommended minimum 15 years experience or equivalent plus appropriate continuing education.</p> <p>AUS Actual years of experience •Average = 25.4 •Minimum = 19.8</p>	PE, PG or other similar professional registration desirable.	<p>Professional/Technical: Excellent professional skills. Internal expert for significant area/discipline Develops projects and solutions. Strategic problem solving skills Leads team for implementation of solutions</p> <p>Communication: Excellent written and verbal communication skills Makes complex presentations. Represents the company to internal and external clients</p> <p>Leadership: Recruits and motivates staff to achieve goals and objectives Manages a significant team for the company Establishes goals and objectives for the team or business unit consistent with the company's strategic direction</p>
Principal Sci/Eng/Arch/Designer	<p>A combination of a Bachelor's Degree and recommended minimum 15 years experience or equivalent plus appropriate continuing education.</p>	PE, PG or other related certification	<p>Professional/Technical: Internal expert for significant area/discipline Develops projects and solutions. Possesses strategic problem solving skills Able to assist design team of application of specific technology</p> <p>Communication: Excellent written and verbal communication skills Develops complex presentations. Represents the company to internal and external clients</p> <p>Leadership: Recruits and motivates staff to achieve goals and objectives Manages a significant team for the company Establishes goals and objectives for the team or business unit consistent with the company's strategic direction</p>
Senior Sci/Eng/Arch/Designer	<p>A combination of a Bachelor's Degree and recommended minimum 11 years experience or equivalent plus appropriate continuing education.</p>	PE, PG or other related certification	<p>Professional/Technical: Excellent professional skills Exercises independent judgment and demonstrates innovation Internal leader for technical skills on a project Demonstrates innovative problem solving skills</p> <p>Communication: Strong written and verbal communication skills for complex reports and presentations Motivates staff to meet team goals and objectives Communicates effectively with outside clients, vendors, staff and market representatives</p> <p>Leadership: Establishes and meets goals and objectives for the team Recruits and motivates team members Motivates staff to meet team goals and objectives</p>

11

10

9

8	Project Sci/Eng/Arch/Designer	A combination of a Bachelor's Degree and recommended minimum 8 years experience or equivalent plus appropriate continuing education.	PE, PG or other related certification	Professional/Technical: Exercises independent judgment and evaluation Strong professional skills Provides competent technical skills to the organization Takes the lead in developing technical solutions Communication: Develops complex written reports Communicates with company staff on tasks and projects Strong written and verbal communication skills for complex reports and presentations Gives clear direction and delegates effectively Leadership: Helps recruit team members. Helps establish and meet goals for the team Requires minimal oversight Developing ability to sell additional services on client/project teams
7	Staff Sci/Eng/Arch/Designer	A combination of a Bachelor's Degree and recommended minimum 4 years experience or equivalent plus appropriate continuing education.	PE, PG or EIT or other related certification	Professional/Technical: Good professional skills Implements assigned tasks independently Exercises independent judgment and evaluation Demonstrates developed problem solving skills Communication: Communicates with company staff on tasks and projects Developing written and verbal communication skills for complex reports and presentations Communicates goals and objectives to team members Develops complex written reports Leadership: Requires little day-to-day direction Potentially oversees or supervises small teams Responsible for mentoring and professional development of junior staff
6	Sci/Eng/Arch/Designer 2	A combination of a Bachelor's Degree and recommended minimum 2 years experience or equivalent plus appropriate continuing education.	EIT or other related certification	Professional/Technical: Implements routine tasks through application of standard techniques and methods Improving professional skills Demonstrates progressively improved problem solving skills Communication: Communicates effectively with other team members Prepares complex written reports Improving written and verbal communication skills
5	Sci/Eng/Arch/Designer 1	A combination of a Bachelor's Degree or equivalent plus appropriate continuing education.	EIT or other related certification	Professional/Technical: Developing professional skills. Implements routine tasks through application of standard techniques/methods Communication: Communicates effectively with other team members Prepares progressively complex written reports Developing written and verbal communication skills
8,7,6	Project Coordinator	A combination of a Bachelor's Degree and and 5 to 8 years experience or equivalent specialized skills plus appropriate continuing education depending on grade level		Professional/Technical: Strong written communication, proof reading and basic research skills required. Ability to track and monitor project schedules and budgets, and administer project and financial management accounting activities. Ability to meet multiple and simultaneous deadlines. <i>Strong understanding of project planning tools and software</i> <i>Implements tasks through application of standard techniques/methods.</i> Communication: Prepares progressively complex written reports. <i>Communicates effectively with other team members.</i> <i>Developing written and verbal communication skills.</i>
5	Project Assistant	A combination of a A combination of a Batchelors Degree and experience with recommended minimum 4 years experience or equivalent specialized skills plus appropriate continuing education.		Professional/Technical: Strong written communication, proof reading and basic research skills required. Ability tottrack and monitor project schedules and budgets, and administer project and financial management accounting activities. Ability to meet multiple and simultaneous deadlines. <i>Implements some complex tasks under direction.</i> Communication: Communicates effectively with other team members <i>Prepares more complex written reports.</i>
9	Field Manager	A combination of a Bachelor's Degree and recommended minimum 15 years experience or equivalent specialized skills.		Professional/Technical: Implements assigned task independently and provides direction to others. Excercises independent judgement Demonstrates developed problem solving skills Excellent professional skills Communication: Develops complex written reports. Communicates with company staff on tasks and projects. Developed written and verbal communication skills for complex reports and presentations. Communicates goals and objectives to team members. Leadership: Oversee or supervise several teams or crews. Responsible for mentoring, developing and recruitment of junior staff

6,7,8	Field Observer	A combination of a Bachelor's Degree and recommended minimum 8 to 12 years experience or equivalent specialized skills		Professional/Technical: Good professional skills. Implements assigned tasks independently. Exercises independent judgment. Demonstrates developed problem solving skills. Meets quality and quantity goals. Communication: Develops complex written reports. <i>Communicates with company staff on tasks and projects. Developing written and verbal communication skills for complex reports and presentations.</i> <i>Communicates goals and objectives to team members.</i> Leadership: Responsible for mentoring and development of junior staff. Oversee or supervise teams or crews.
5,6	Technician III	A combination of a Associate's Degree and recommended minimum 6 to 8 years experience or equivalent specialized skills.		Professional/Technical: Meets quality and quantity goals. Implements routine tasks through application of standard techniques and methods. <i>Improving professional skills.</i> <i>Demonstrates progressively improved problem solving skills.</i> Communication: Prepares complex written reports. Communicates effectively with other team members. <i>Improving written and verbal communication skills.</i> Leadership: Requires little day-to-day direction. Responsible for mentoring and development of junior staff.
4	Technician II	A combination of a H.S. Diploma and recommended minimum 4 years experience or equivalent specialized skills.		Professional/Technical: •Implements progressively complex tasks under direction. Meets quality and quantity goals. Communication: •Takes direction well. •Communicates well on routine inquiries. <i>Prepares progressively complex written reports.</i>
1,2,3	Technician I	A combination of a H.S. Diploma and 0 to 2 years experience		Professional/Technical: •Implements tasks under direction. Meets quality and quantity goals. Communication: •Takes direction well. •Prepares routine written reports. Communicates well on routine inquiries.
7/6	CADD/Drafter II	A combination of a Bachelor's Degree and recommended minimum 10 years experience or equivalent specialized skills plus appropriate continuing education.		Professional/Technical: Good professional skills. Implements assigned tasks independently. Exercises independent judgment. Demonstrates developed problem solving skills. Meets quality and quantity goals. Communication: Develops complex written reports. <i>Communicates with company staff on tasks and projects. Developing written and verbal communication skills for complex reports and presentations.</i> <i>Communicates goals and objectives to team members.</i> Leadership: Responsible for mentoring and development of junior staff. Oversee or supervise teams or crews.
5	CADD/Drafter I	A combination of a H.S. Diploma and recommended minimum 6 years experience or equivalent plus appropriate continuing education.		Professional/Technical: •Implements progressively complex tasks under direction. Meets quality and quantity goals. Communication: •Takes direction well. •Communicates well on routine inquiries. <i>Prepares progressively complex written reports.</i>
4/3	Clerical / Secretarial	A combination of a Associate's Degree and recommended minimum 2 years experience or equivalent plus appropriate continuing education.		Professional/Technical: <i>Implements some complex tasks under direction.</i> Takes direction well. Communication: <i>Prepares more complex written reports. Communicates well on routine inquiries.</i>